



**Cisco Systems, Inc.**  
12515 Research Boulevard  
Bldg 4  
Austin, TX 78759-2246

<http://www.cisco.com>

Allen Independent School District  
612 E. Bethany Drive  
Allen, Texas 75002

Dear Mr. O'Hanlon:

Cisco Systems, Inc. ("Cisco" or "the Company") has recently determined that the full time employment at its data center located in Allen, Texas will be less than previously anticipated in the Application for Appraised Value Limitation on Qualified Property that was filed February 23, 2010 and supplemented June 18, 2010. The Company originally anticipated that 6-12 fulltime employees would be located at the data center. However, revised staffing plans now indicate that 2 fulltime employees will be located at the data center by December 31, 2011. Two fulltime employees will continue to be located at the data center for the years 2012 – 2024.

While the fulltime employment has been reduced, the reduced fulltime employment for the data center is comparable to the fulltime employment of similar sized R&D computer centers in Texas as reflected below:

Company	Center Location	Number of Employees
AIG	Fort Worth, TX	2
Bank of America	Dickinson, TX	2
Blue Cross Blue Shield	Dallas, TX	2
Fidelity	Rotan, TX	2
Experience ME	Arlington, TX	1

The Company remains relatively certain that 43 vendor jobs will be necessary to support the facility. As previously stated, Cisco does not retain the required "significant degree of control of the creation, job description, job characteristics or performances of the vendor" so as to consider the contract positions as a new job within the definition of Comptroller rules. The vendor controls the hours, compensation and benefits. Cisco pays an agreed upon turnkey fee to the vendor. The fee is not based on a cost-plus arrangement.

Please contact Hilary Holmes of Jones Lang LaSalle at 214-438-6349 or [hilary.holmes@am.jll.com](mailto:hilary.holmes@am.jll.com) if you need any additional information regarding the planned employment at the data center or if you would like to discuss the revised employment data in more detail.

Regards,

Derek Lesicko  
Senior Tax Manager